

RESEARCH VOICES

1. REIMAGINING BUSINESS SCHOOLS AND REIMAGINING MANAGEMENT EDUCATION – PROFESSOR VÉRONIQUE AMBROSINI

Véronique Ambrosini's research reveals a coherent mission to transform management education from a narrow, managerialist enterprise into a more holistic, stakeholder-centred, and socially responsible endeavour.

REIMAGINING BUSINESS SCHOOLS

Her work is driven by a fundamental concern that business schools have lost their way, becoming overly focused on metrics, rankings, and profit maximisation at the expense of meaningful education and societal and ecological contribution. She challenges the status-quo. She argues that traditional management education fails to prepare students for complex real-world challenges and perpetuates harmful managerialist controls that undermine both learning and well-being. Her purpose is to reimagine business schools as institutions that create genuine value for all stakeholders while fostering sustainable, ethical and responsible leadership. Her work guides business schools on how they can be transformed so that they align with emerging sustainability values and stakeholder expectations, moving away from purely profit-driven models toward more socially responsible approaches. To make it happen, she has developed multiple

theoretical frameworks and pedagogical approaches to address these challenges. She has advocated for service-dominant logic in business education, promoting value co-creation between schools and diverse stakeholders rather than one-way knowledge transfer. She has presented actionable arguments for change in governance and moving beyond narrow performance metrics toward more holistic value creation models.

REIMAGINING MANAGEMENT EDUCATION

Her work envisages diverse and innovative educational approaches. Through phenomenographic thinking, she has challenged essentialist views of management, encouraging students to construct their own understanding rather than passively receive prescribed knowledge. She has integrated critical diversity perspectives into strategy education, helping students navigate the complexity of implementation. Additionally, she has examined how circadian health principles can improve learning outcomes.

These approaches empower educators to engage in meaningful scholarship that serves societal and ecological needs and help prepare students for real-world complexity while supporting their well-being. Véronique's work represents significant shifts to how students can experience more authentic, contextually relevant learning that develops both cognitive and affective capabilities. Students gain tools for managing their own well-being and understanding the human complexity of organisational life.

In conclusion her work contributes to understand how systemic change can happen in business schools. She aligns business school transformation with the UN Sustainable Development Goals (SDGs). Her emphasis on sustainability values and the UN SDGs positions business schools as agents of positive social change rather than perpetrators of harmful neoliberal practices. By advocating for collective action and "positive rebellion" against managerialism, she provides pathways for broader institutional transformation. Her work influences employers who receive graduates better prepared for ethical leadership and complex problem-solving. Society benefits from business schools that prioritise public good over private profit, contributing to more sustainable and equitable economic systems.

Through this comprehensive research approach, Véronique has established herself as a leading voice for transforming management education into a force for positive social change, demonstrating how academic scholarship can drive meaningful reform in business schools and amplify their broader societal and ecological impact.



2. NEW METHODS FOR MODELLING COMPLEX TRENDS IN CLIMATE AND ENERGY TIME SERIES – PROFESSOR HEATHER ANDERSON, PROFESSOR JITI GAO, PROFESSOR FARSHID VAHID, AND DR WEI WEI

The purpose of this research is to develop methods to quantify the links between energy production, emissions, and climate in order to support low-carbon economic transitions.

This is achieved through integrated analysis that combines advanced time series and panel data econometrics with social science perspectives, including the application of causal inference methods such as synthetic control for counterfactual analysis.

The research delivers new statistical methodologies and inferential models for explaining greenhouse gas and global warming trends, along with scenario-based models for evaluating emission reduction policy, such as the emissions trading scheme.

As a result, it contributes to an improved understanding of climate change variabilities and supports better-informed emission reduction policy decisions. Ultimately, the work supports Australia's emissions reduction goals and contributes to guiding global efforts in the development of emission reduction policies.

3. DOMESTIC VIOLENCE IN ORGANIZATIONS AND INTERFACE OF TECHNOLOGIES – PROFESSOR MICHELLE GREENWOOD

The purpose is to develop greater understanding and awareness of the connections between domestic violence (DV) and workplaces in order to reduce DV. This will involve developing and applying a multi-perspective feminist gender framework to analyse and challenge current

knowledge. A systematic review of current literature will be conducted to support this analysis, leading to greater understanding of what is known, not known, and should be known about the relationship between DV and workplaces. The expected impact includes more informed future research and organisational practices that, at the micro-level, mitigate harm and provide support from workplaces to DV victim/survivors, and at the macro-level, reduce the prevalence of DV in society.

4. FINANCIAL INCLUSION, PARTICULARLY IN ADDRESSING THE NEEDS OF VULNERABLE AND UNDERSERVED COMMUNITIES – DR SHAHRIAR ABU ZAFAR

This work is grounded in the principles of diversity, equity, and inclusion, and the author's commitment to these values is evident in both his research and engagement. His projects address critical societal challenges such as gender-based violence, financial exclusion of disadvantaged women, and the barriers faced by individuals with disabilities in accessing financial services. The work on identifying the barriers and facilitators of financial inclusion for Persons with Disabilities (PWDs) in Bangladesh, Fiji, and Malaysia has produced important insights that inform policies aimed at making financial systems more accessible. Additionally, collaboration with banks to develop behaviour change communication modules will help reshape staff attitudes toward PWDs, fostering a more inclusive banking environment.

Through this multidisciplinary approach, the author has led impactful collaborations between the Business School, the Faculty of IT, and the Faculty of Medicine, Nursing, and Health Sciences, reinforcing Monash University's strategic vision of fostering thriving and inclusive communities. The research on financial inclusion has not only advanced academic knowledge but has also had a tangible impact on practice. For instance, the author's work with Amanah Ikhtiar Malaysia has directly influenced the institution's training programs, enabling low-income women entrepreneurs to overcome social and psychological barriers to financial and entrepreneurial success. Moreover, ongoing projects in Fiji and Bangladesh, which aim to build financial resilience among people with disabilities and those affected by climate shocks, further demonstrate the author's dedication to using finance as a tool for social equity.

5. RESPONSIBLE SUPPLY CHAINS – ASSOCIATE PROFESSOR INGRID LANDAU

GOVERNMENT PROCUREMENT AND MODERN SLAVERY

Government procurement can play an important role in the fight to eliminate modern slavery, but little attention has been paid in Australia to how federal and state governments can most effectively use their purchasing power to promote responsible business practices in their supply chains. Research by Associate Professor Ingrid Landau evaluating the Australian Government's initial efforts to integrate modern slavery considerations into its procurement framework has informed the work of the NSW Anti-Slavery Commissioner, and recommendations of the Independent Report of the *Modern Slavery Act 2018 (Cth) Statutory Review: the First Three Years* (A Report by Professor John McMillan AO, Commonwealth of Australia, 2023).

MAPPING WORKER GRIEVANCE ECOSYSTEMS IN VIETNAM'S EXPORT-ORIENTED GARMENT INDUSTRY

Effective grievance mechanisms are a key component of responsible business conduct in the global garment industry. For this reason, many garment brands have established their own grievance mechanisms for workers engaged in their supply chains. These mechanisms are intended to complement factory-level and state grievance systems, but they can lead to the existence of multiple mechanisms within the one factory and to overlap, duplication and confusion for workers and businesses alike.

Working with the ILO's Better Work Vietnam program and three global garment brands, this project takes an innovative 'ecosystem' approach that maps and evaluates the multiplicity of grievance mechanisms available to workers in a sample of factories in Vietnam's export-oriented garment industry. Combining qualitative interviews with brands, suppliers and other stakeholders with a large-scale survey of workers, this project aims to produce practical insights to improve business practices and access to remedy for workers in global garment supply chains.

6. INEQUALITY FOR TRANSFORMATIVE CHANGE – DR SNEHA CHRISPAL

This research fills a critical gap by addressing the pervasive neglect of caste within management and organization studies. By focusing on this often-overlooked inequality, my research aligns with SDG-10 - reducing inequalities. This research seeks to establish a scholarly understanding of the role of caste in organizations and societies which impacts two billion people globally i.e., 300 million "untouchables", 100 million Indigenous Peoples. It also seeks to develop caste as a theoretical lens for understanding other inequalities e.g., economic inequality. This work has shifted scholarly attention toward the variegated implications of caste, directing future research towards a deeper

understanding of how caste manifests and operates within organizations. This is evidenced by collaborations that have resulted in multiple agenda-setting conceptual articles, systematic reviews, and policy articles published in leading FT-50, ABDC - A* and A journals, with some of these articles becoming the most-cited or most-read in a particular year. Two articles received the Financial Times Responsible Business Education Awards 2022 runner-up. This collaborative research was recently awarded the ABDC Award for Excellence in Scholarly and Applied Research. Additionally, the research has also been translated to mainstream media e.g., articles, radio; invited lectures and contribution to Diversity Council Australia.



7. ACCESS TO JUSTICE, DIGITAL COURTS, AND LEGAL PROFESSION REGULATION – PROFESSOR CATRINA DENVIR

Catrina Denvir's research on access to justice, digital courts, and legal profession regulation exemplifies PRME's commitment to inclusive prosperity and responsible governance. Her work addresses systemic barriers preventing vulnerable communities from accessing legal services, directly supporting PRME's purpose of

creating equitable societies. Through examining digital transformation in courts, she identifies how technology can democratise justice whilst highlighting risks of digital exclusion. Her research on legal profession regulation promotes accountability and ethical practice, aligning with PRME's values principle. By partnering with courts, legal services, and community organisations, Catrina's work demonstrates how academic research can drive meaningful social change and responsible institutional practices.

8. INTERNATIONAL DRIVERS OF R-STAR – ASSOCIATE PROFESSOR BENJAMÍN WONG

The purpose is to investigate the international drivers of the natural rate of interest (r-star) across advanced and emerging market economies, while embedding social responsibility and accountability within macroeconomic research. The research will analyse safe-haven effects, domestic risk premiums, and capital controls shaping r-star dynamics, and will be conducted in collaboration with the Bank for International Settlements through the BIS Research Fellowship. The goal is to generate r-star estimates, policy briefs, and working papers, and to share insights with academic and policy communities. This work aims to inform monetary policy and support inclusive, sustainable prosperity, while also mentoring students in responsible macroeconomics and sustainable finance.

9. HIDDEN RISKS OF ECONOMIC ABUSE THROUGH COMPANY DIRECTORSHIPS – ASSOCIATE PROFESSOR VIVIEN CHEN

Economic abuse is a form of family violence that severely inhibits victim survivors' capacities to rebuild their lives. It has been described as a largely hidden problem although its effects are widely felt. This research contributes to the burgeoning scholarship on economic abuse, investigating its perpetuation through family-owned companies. While the companies and assets are controlled by perpetrators, victim survivors bear the consequences of business failure and liability for phoenix activity as 'straw' directors. The study examines how corporate law and the courts have responded to straw directors and allegations of family violence. It critically examines assumptions that underpin the way in which family violence is often viewed in the context of family companies. In particular, the assumption that commercial actors enter into business transactions voluntarily, as rational economic men with relatively equal bargaining power, is at odds with the lived realities of family violence. The challenges that victim survivors face when they are pursued for liability suggest that the recent reforms introduced to deter and penalise illegal phoenix activity could have the unintended consequence of escalating the harm they experience when they are coerced or defrauded into becoming straw directors. The research proposes reforms to disrupt harm from economic abuse through liability as straw directors.

10. NON-WESTERN APPROACHES – DR MAI VU

Dr Mai Vu purposefully cultivates students' capacity to promote diversity and social sustainability in organisations by drawing on non-Western philosophies of mindfulness, community wellbeing, and relational responsibility.

In practice, this means integrated alternative worldviews in understanding different ways of working (e.g., indigenous and minority worldviews): developing critical awareness through stories of lived experience, fostering shared norms of respect as a practice of inclusion, building students' confidence to engage across differences, encouraging equity-focused HR practices, and applying these practices in real-world, community-embedded activities.

Outputs include personal reflection essays/journals on conscience and positionality, group diversity practices informed by local indigenous or minority employee experiences, and peer collaboration and exchanges.

As a result students gain a deeper understanding of cultural mindfulness, social norms around inclusion, and their own capacity to act as ethical HR professionals in diverse workplaces.



IMPACTS

Graduates carry forward inclusive practices, and influence HR decisions that prioritise belonging, relational care, and social sustainability within and beyond their organisations.